



## Accuride Canada Accessibility Policy and Commitment

Accuride is committed to interacting, communicating, and providing goods and services to members of the public that are based on the full inclusion of all persons with disabilities. We recognize people with disabilities may have different needs and we will in accordance with government guidelines, support the identification, removal, and prevention of barriers for persons with disabilities.

As an employer, Accuride, believes in integration and equal opportunity for all individuals, and is committed to treating all people in a way that allows them to maintain their dignity and independence and contribute to their maximum potential. In accordance with government guidelines and in a timely manner, Accuride will provide the facilities, processes, tools, and training to create an accommodating and barrier free work environment.

Accuride has established additional policies to support our Accessibility Policy

- Human Resources Policies and Procedures
- Discrimination and Harassment Policies
- Accuride Health and Safety Policies
- UNIFOR Collective Agreement Provisions

Accuride is committed to achieving a barrier free and accommodating work environment through the following means:

- This policy and commitment statement,
- A Multi-Year Accessibility Plan that outlines actions to prevent and remove barriers to accessibility and meet the requirements under the AODA.
- Modifications to this or other policies: Any policy of Accuride that does not respect and promote the dignity and independence of people with disabilities will be modified or removed.
- Training employees and contractors in Ontario's accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities as it relates to their specific roles.
- Employment practices that support achieving a barrier free and accommodating work environment (including potential hires, existing and retired employees)
- Will incorporate accessibility features and considerations for people with disabilities into the existing corporate and strategic business cycles and planning processes.
- All documentation is available in accessible formats upon request.

  
**Kevin Webster**  
Director of Operations

4/1, 2024  
Date